

Benefits Advisory Committee (BAC)
February 9, 2023
Minutes of the Meeting

[**In these minutes:** Employee Benefits Update; Report on 2022 Open Enrollment; Update on BAC Survey; BAC Schedule for Vendor Presentations]

PRESENT: Dale Swanson (chair), Lynn Blewett, Nikos Papanikolopoulos, Maria Hanratty, Shannon Farrell, Cynthia Murdoch, Nancy Sims, Carmen Sims, Natalie Buckman, Alexis Elder, Susan Kratz, Mary Rohman Kuhl, Mary Blissenbach, Steff Yorek

REGRETS: Amy Monahan (vice chair), Jean Otto,

ABSENT: Scott Creer, Kim Little, Nancy Fulton, Ken Horstman, Greg Thurston, Jakub Tolar, Christine O'Connor

GUESTS: Ryan Reisdorfer, health programs manager, Office of Human Resources (OHR); Doug Swyter, finance analyst, OHR

OTHERS: Katie Kolodge, Karen Chapin, Laura Manydeeds Fiero, Linda Blake, Libby Stille, Shane Lueck

Chair Dale Swanson welcomed the committee and members introduced themselves.

1. Employee Benefits Update

Ryan Reisdorfer, health programs manager, Office of Human Resources (OHR), provided an update from Employee Benefits and highlights were as follows:

- The RFP for an administrator of the University's flexible savings accounts (FSA) and health savings accounts (HSA) was recently issued and it is calling for one administrator to handle both types of accounts.
- OHR is currently consulting with employee groups on an update regarding Lyra Health, the University's new EAP program. They are also planning events for individual employees to attend, called "Lyra 101".
- The wellbeing program RFP is in the finalist interview stage and there are four finalists. The top two finalists will be asked to participate in a usability study.
- On the VirginPulse platform for the wellbeing program, spouses' point accumulation will now be automatically synced to the employee's points. This will allow for better tracking.

2. Report on 2022 Open Enrollment

Doug Swyter, finance analyst, OHR provided a report on open enrollment from November 2022. Swyter presented a [slide deck](#) and highlights were as follows:

- The most common changes occurred in individuals moving to the Medica Park Nicollet ACO plan, which netted about 50 new members.
- The vast majority of members did not migrate between the plans.

- More employees took advantage of their health benefit plans as 73 individuals who had waived their coverage in 2021 joined a plan in 2022. 212 employees migrated from a typical medical plan into a retiree plan.
- There was very little movement in the retirees' Age 65+ plans.
- The dental plans saw some movement with 292 individuals leaving the Delta PPO plan in favor of the Delta Premier plan. Additionally, 246 employees who had previously waived their dental coverage have now opted in.
- The final page of the report showed the migration of employees between the various coverage levels which depends on the type of dependent coverage an employee carries.

Lynn Blewett commented that it would be beneficial to see how many employees live out of state and how they use their benefits.

3. Update on BAC Survey

Chris Kwapick, senate associate, University Senate Office, provided a brief [summary](#) of the ongoing results of the BAC Survey. He noted that these results were not finalized as employees had until the end of the week to respond to the survey and a reminder email was sent out the previous evening.

4. BAC Schedule for Vendor Presentations

Karen Chapin, pharmacy programs manager, Office of Human Resources (OHR) provided an updated [schedule](#) for vendor presentations for the spring semester. Swanson asked the committee about their preferences for vendor meetings. In previous years, the vendor would typically give their presentation, and then the select BAC member would provide an overview of the BAC survey results after the vendor had left the meeting. He asked if that order should be altered. After a brief discussion, the decision was made to keep the format as is, mostly due to the fact that the vendors will have already received this information and it allows committee members to be more frank in their subsequent discussions about the vendor.

Members further questioned how the proposed merger between Fairview and Sanford could impact the University's medical and pharmaceutical plans and OHR assured the committee that any proposed merger would not impact the current contracts. Karen Chapin suggested discussing those potential changes with Medica when they come before the committee.

Hearing no further business, the meeting was adjourned.

Chris Kwapick
University Senate Office